

Pnet. JOB MARKET TRENDS

REPORT SEP 2024



The Pnet Job Market Trends Report provides insights into recruitment and employment trends in the South African market. Developed to give local businesses a useful summary of the monthly trends shaping the recruitment market, the report also unpacks sector-specific insights – from both an employer and candidate perspective.

Recruiters can use our data to develop their recruitment strategies and to constructively guide and advise their HR talent-management solutions.

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Get an overview how the Job Market is performing and what jobs and sectors are trending right now!

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Every month we explore another job sector with interesting candidate statistics and salary information.

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In this month's special feature, Pnet explores local hiring activity over the past two years in terms of job sectors driving declining hiring trends and job sectors that are showing growth.

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- Regional Job Trends

A regional view on the latest job market trends. We are taking a closer look at three provinces, while the provinces will rotate every month.

JOB MARKET ACTIVITY

MONTHLY JOB POSTINGS

Vacancies (seasonally adjusted)



Local hiring activity was down by **-11%** from July to August 2024, signalling a slowing hiring market.

Year-on-year, hiring activity decreased by **-13%**, compared to August 2023.

The trend for the two-year comparison reveals that recruitment activity has decreased by **-11%** compared to August 2022.

RECRUITERS
list your jobs here.

TRENDING JOBS

Analysing last month's hiring activity, these are the latest trending jobs that are showing increased demand for workers and professionals. Accounting skills remain top in demand.

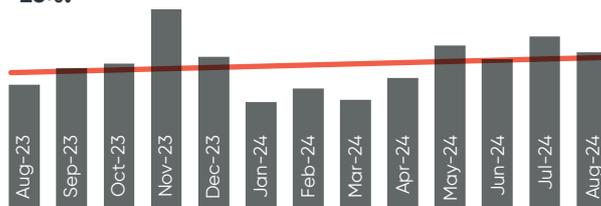


TRENDING JOB SECTORS

Sector-specific hiring activity trends can provide valuable insights into the local job market and South African economy. Stable and increasing recruitment activity indicates confidence in the local economy and business growth.

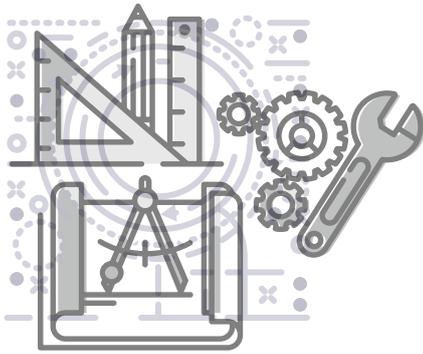
Medical & Health

- August showed a significant uptake in hiring activity for Medical & Health professionals.
- Significant increases in demand for Medical & Health staff are evident in Gauteng.
- Year-on-year hiring activity in this sector has increased by **+25%**.



Find **Medical & Health** jobs

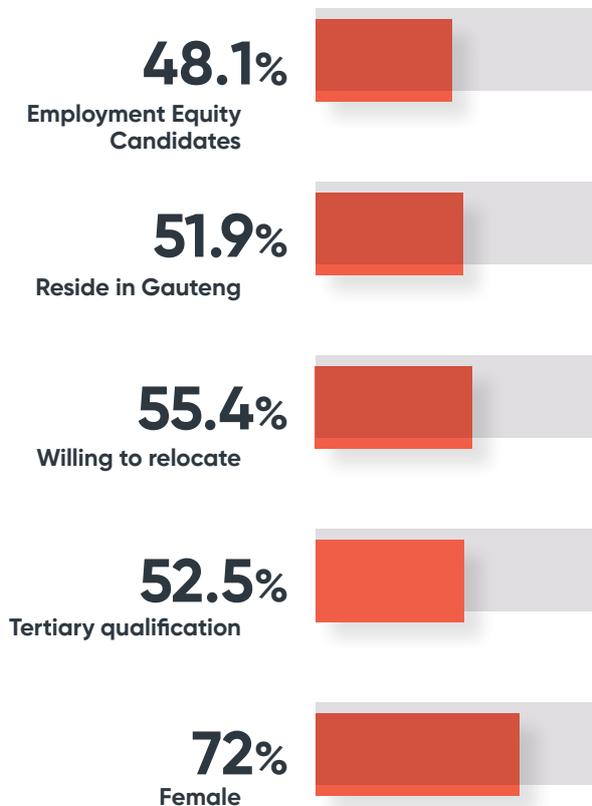
SNAPSHOT OF THE ARCHITECTURE & ENGINEERING SECTOR



AVERAGE STAY BY CANDIDATES IN THEIR JOBS

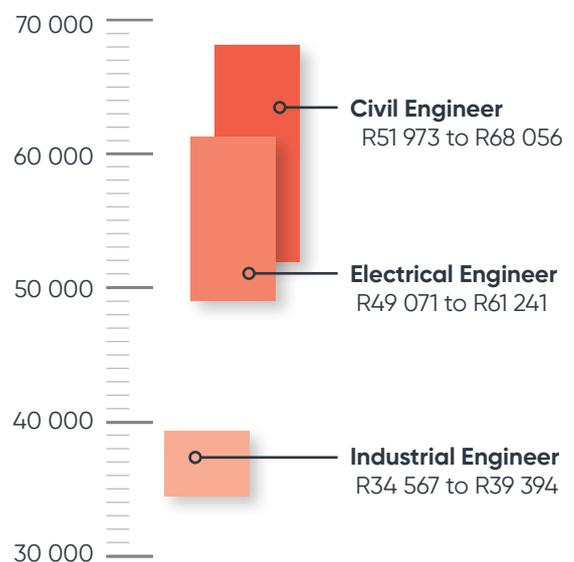
2 YEARS AND
8 MONTHS

CANDIDATE TRENDS FOR THE ARCHITECTURE & ENGINEERING SECTOR



WHAT'S BEEN OFFERED?

Market-related monthly salaries (CTC)
for top in-demand skills



FIND JOBS
in Architecture & Engineering



TRACKING CHANGE

TWO YEARS OF JOB SECTOR TRENDS IN SOUTH AFRICA

As can be expected in an election year, hiring activity in South Africa has been at a cyclical low. This year, however, has been slightly different to past election cycles. We still have found ourselves contending with the hangover of slow market conditions brought on, by among other events, high interest, low spending, logistic curtailments and, in the first half of this year the worry of load-shedding.

TRACKING CHANGE TWO YEARS OF JOB SECTOR TRENDS IN SOUTH AFRICA

Year-on-year, local hiring activity has declined by -13%, while over the past two years (August 2022 to August 2024) recruitment activity has decreased by -11%.

In light of this, Pnet has explored the following questions:

- Which job sectors are driving these declining hiring trends?
- Are there exceptions?
- Are there jobs sectors showing growth? Which are they?

JOB SECTORS DRIVING THE DECLINING HIRING ACTIVITY TREND

Information Technology (IT)

Over the last two years, significant declines in hiring activity have been evident within the IT sector.

Year-on-year, this sector has seen a decline of **-31%**, and over the past two years (August 2022 to August 2024), recruitment activity in this sector has decreased by **-33%**.

However, after hiring activity for IT professionals plummeted in Q1:2024, there has been an improvement in recruitment activity and demand has slightly increased.



IT job roles most in decline (August 2022 to August 2024):



- Software Development roles: **-39%**
- IT Project Administration / Management roles: **-61%**
- Business Analysts: **-33%**

The decrease in local demand for IT professionals has been fuelled by the global trend of tech layoffs. Retrenchments and job cuts by global giants in the IT sector were first announced at the end of 2022. Companies like **Google, Amazon** and Meta (Facebook) reduced their Tech staff counts significantly back then. This trend has continued and is still very **prevalent in 2024**. Google and Amazon are still on the list when it comes to tech layoffs, but other companies like Tesla, Tik Tok, Microsoft and other companies are also decreasing their Tech staff size in 2024.

TRACKING CHANGE TWO YEARS OF JOB SECTOR TRENDS IN SOUTH AFRICA

Admin, Office & Support

Year-on-year, demand for Admin, Office & Support staff has decreased by **-14%**. Over the past two years (August 2022 to August 2024), recruitment activity in this sector has declined by **-12%**.

Hiring activity in this sector decreased significantly at the end of 2022 and remained low at the start of 2023. In Q2:2023 demand picked up for Admin, Office & Support staff, however hiring activity has been volatile in this sector and demand has declined since August 2023.



Admin, Office & Support job roles most in decline (August 2022 to August 2024):



- Teller / Cashier roles: **-60%**
- Secretaries: **-36%**

The decrease in Teller / Cashier, Secretary and various other administrative roles is likely the result of technology enhancements and office automation where repetitive tasks have been digitalised.

Most of us have not used a teller to draw cash or deposit money for many years. This process has been automated and as a result less personnel is needed.

The same applies to many administrative tasks like scheduling or transcribing, for example. Most of these tasks don't require human input anymore, as software can execute those tasks while creating more efficiencies over the long term.

TRACKING CHANGE TWO YEARS OF JOB SECTOR TRENDS IN SOUTH AFRICA

Sales

Year-on-year, demand for Sales staff has decreased by **-18%**. Over the past two years (August 2022 to August 2024), recruitment activity in this sector has declined by **-5%**.

After elevated (although volatile) hiring activity during 2023, demand for sales staff dropped relatively low with the onset of 2024.

Hiring activity in the Sales sector has picked up slightly since April 2024, but remains significantly lower than a year ago.



Sales job roles most in decline (August 2022 to August 2024):



■ Sales Representative / Sales Consulting: **-12%**

Similar to the declining demand trend for administrative roles, the digital revolution has had a major impact on the retail sector across the globe. E-commerce has replaced many physical clothing and fashion shops with online specialist shops.

Many consumers now order their groceries online and get them conveniently delivered. As a result, less shop assistants and sales consultants are required. The COVID19 lockdowns accelerated this trend. Today, more and more consumers are buying products and services online using self-service platforms without the need to engage with sales consultants.

TRACKING CHANGE TWO YEARS OF JOB SECTOR TRENDS IN SOUTH AFRICA

Building & Construction

Year-on-year, demand for Building & Construction staff has decreased by **-10%**, however over the past two years (August 2022 to August 2024), recruitment activity in this sector has increased by **+73%**.

It is encouraging to see this significant growth in recruitment activity for Building & Construction staff over the last two years. Although demand dropped in Q1:2024, and current hiring is lower than a year ago, there remains a strong positive demand trend for staff in this sector.



Building & Construction job roles most in decline (August 2022 to August 2024):



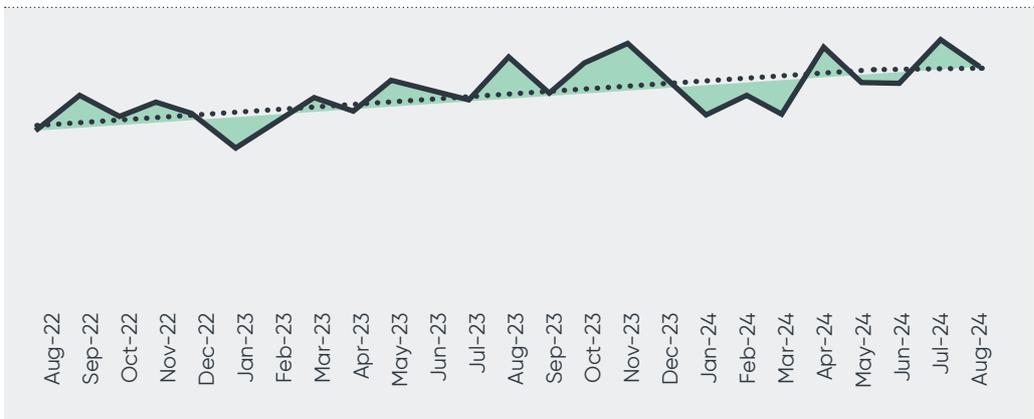
• Building Project Management: **-172%**

TRACKING CHANGE TWO YEARS OF JOB SECTOR TRENDS IN SOUTH AFRICA

Engineering

Year-on-year, demand for Building & Construction staff has decreased by **-4%**, however over the past two years (August 2022 to August 2024), recruitment activity in this sector has increased by **+34%**.

Although demand for Engineering professionals dropped in Q1:2024, and current hiring is slightly lower than a year ago, there has been a strong uptake in hiring activity for Engineering professionals over the past two years.



Engineering job roles most in decline (August 2022 to August 2024):



- Civil / Structural Engineering: **+93%**
- Electrical Engineering: **+86%**

Other job sectors show little to no changes over the past two-year period, with similar hiring activity when comparing August 2022 and August 2024.

REGIONAL JOB TRENDS

A regional view on the latest job market trends.
Here we take a closer look at three different provinces every month.

EASTERN CAPE

Top in demand professionals:

- **Business & Management**
- **Finance**
- **Sales**

The Eastern Cape is seeing a growing demand for Finance professionals, with an uptake in hiring activity for finance roles by +19% over the last 3 months (June, July, August 2024) compared to the previous 3 months (March, April, May 2024).

Year-on-year, demand for Finance professionals grew by +8% in the Eastern Cape.

LIMPOPO

Top in demand professionals:

- **Business & Management**
- **Building & Construction**
- **Sales**

Elevated hiring activity for Business & Management professionals has been evident over the last 3 months in Limpopo.

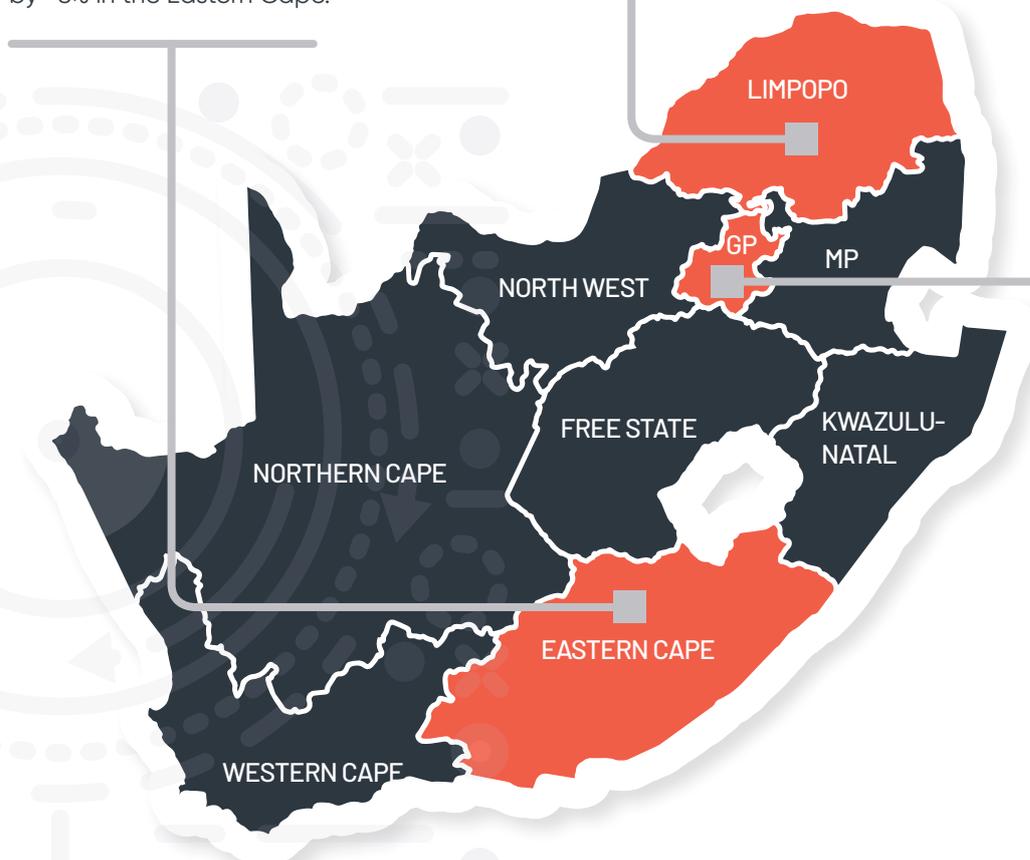
Year-on-year, this province has seen a +15% increase in recruitment for Business & Management professionals.

GAUTENG

Top in demand professionals:

- **Finance**
- **Business & Management**
- **IT**

Gauteng has seen a significant increase in hiring activity for Medical & Health staff over the last year. Since August 2023 there has been a +55% increase in recruitment for professionals in this sector.





The Pnet Job Market Trends Report has been created and interpreted by our expert team of data insights specialists. The report is based on empirical data sourced from The Stepstone Group South Africa's online recruitment platforms, which currently hold a combined database of over 9 million registered users.

For any data-related queries or to discuss tailored insights solutions for your business, reach out to us at insights@pnet.co.za

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